The GANAS Career Pathways grant strives to support Latinx, low-income, and underrepresented students by removing barriers that impede their success at UCSC and by preparing them for rewarding careers once they graduate. The goals were developed to improve students’ academic and career outcomes while building UCSC’s institutional capacity to increase racial equity and eliminate equity disparities.

Grant goals to increase
- Achievement and equity in Calculus
- Achievement and equity in gateway STEM courses through co-curricular Supplemental Instruction (SI)
- Career advising, internship opportunities, and financial literacy of Latinx, low-income, and underrepresented students
- Equity outcomes by identifying and improving departmental practices and policies

Grant Components

Redesigning Calculus in the Life Sciences (Math 11A)

This activity redesigns curriculum and pedagogy to incorporate active learning and problem-solving sessions, bridging introductory biology and calculus curricula.

Grant faculty implemented a comprehensive overhaul of curriculum and pedagogy. Faculty and Teaching Assistants were trained and supported in adopting the framework, which strengthens consistency and coherence in students’ academic pathways.

Course pass rates reached 82% for Latinx students and 79% for EOP students. These rates are well above the 59% and 63% baseline identified in the grant for Latinx and EOP students, respectively.

Supplemental Instruction and Leadership Program

Supplemental Instruction (SI) prepares and assigns highly trained student leaders, to provide small-group sessions to support students with how and what to learn, in gateway STEM courses.

The contents of this summary were developed under a grant from the Department of Education. However, they do not necessarily represent the policy of the Department of Education and you should not assume endorsement by the Federal Government.
Overall, SI participants had a higher mean course GPA of 3.1 compared to non-SI participants of 2.95. Additionally, equity in pass-rates for EOP and non-EOP students was achieved for students who used SI, a significant accomplishment particularly for these STEM gateway courses.

Furthermore, the SI leadership program utilizes high-impact practices and professional competencies established from the National Association of Colleges and Employers (NACE). Our pre-post survey analysis exhibited that the trained leaders gained confidence in communication, equity and inclusion, and leadership.

My time participating in the GANAS internship program provided me with an excellent opportunity to explore my field of interest. The GANAS team working in conjunction with my internship mentor ensured a positive and equitable internship site experience.

- GANAS Career Intern, 2022

**Career Pathways Internship Program and Financial Literacy Coaching**

Career Success coordinated two unique internship programs, one of them being the GANAS Career Internship Program. The staff outreached to Latinx, low-income and underrepresented students and provided support with the application and interview processes for both programs.

GANAS Career Interns received a scholarship along with coaching on career readiness and financial literacy. The career readiness skills covered, which are foundational in preparing students for success in the workplace and based on the NACE competencies, included communication, leadership, professionalism and career development. From the pre-post survey analysis, the student interns exhibited a 13% increase in these skills.

Students served: 35

My time participating in the GANAS internship program provided me with an excellent opportunity to explore my field of interest. The GANAS team working in conjunction with my internship mentor ensured a positive and equitable internship site experience.

- GANAS Career Intern, 2022

**Department and Practitioner Inquiry as a Driver of Change (“Departmental Selfie”)**

The HSI Initiatives, Center for Innovations in Teaching and Learning (CITL), and Institutional Research, Assessment, and Policy Studies (IRAPS) have teamed together to develop a series of workshops work with departments in leveraging the Departmental Equity Profile Dashboards to:

- develop interventions in practices and policy that contribute to inequality;
- produce annual reports of disaggregated data that map students’ progress along academic milestones and points of intervention; and
- evaluate these interventions to improve departments’ capacities to make positive impacts on equity outcomes.

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